

Equal Rights

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Dora G. Ogle

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Equal Rights



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OBJECT OF THE WOMAN'S PARTY

The object of this organization shall be to secure for women complete equality with men under the law and in all human relationships.

THE LUCRETIA MOTT AMENDMENT

"Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction."

"Congress shall have power to enforce this article by appropriate legislation."

[Senate Joint Resolution Number 52]
[House Joint Resolution Number 55]

Introduced in the Senate June 4, 1929,
by SENATOR GERALD P. NYE, North Dakota.

Introduced in the House January 11, 1932,
by REPRESENTATIVE LOUIS LUDLOW,
Indiana.

Tomorrow May Be Too Late

THE time has come for all good women to unite in defense of Equal Rights. To delay is to place burdens upon our children and our children's children, that will cripple their advance and place civilization itself in jeopardy. Feminists know, in their subliminal consciousness, that their objective is not merely to elevate the status of womankind. That is a part of their objective, a milestone on the way, but it is not the end. Equal Rights is like equal suffrage, the long arm of the lever, powerful to right wrongs, but even in itself comparatively useless unless gripped by proper hands.

Men have enjoyed a quality of Equal Rights among themselves, under the Constitution, for quite some time in the United States, but where has it brought them? To a degree of inequality, of poverty and riches, that our little planet has never known before, not even in the days of Nero.

Starving children, and old men bending under the weight of their money bags, travel toward the future together, destined in the next moment for the grave. A sorry spectacle, after innumerable aeons of struggle on the part of protoplasm.

It was not for this that the sun gave up the earth in glorious pyrotechnics. It was not for this that motherhood labored through the ages and brought forth her young.

EQUAL RIGHTS has failed as a prerogative of one sex only, and for good reason. Equal Rights predicates equality before the law for all human beings and the human race is bisexual. Men cannot enjoy Equal Rights alone—the thing is biologically impossible. Until women enjoy Equal Rights with men, justice cannot prevail, and justice, as among the human family, is the true objective of Feminism.

Over and behind this there are certain practical considerations. Women and men differ in their relation to the race and to its future. Women are mothers, potentially, and men are not, and therein lies the difference. "The Greatest Mother of Them All" lives in the popular imagination as a woman whose physical maternity is ambiguous. The Red Cross nurse may or may not have born children, it does not matter; she mothers the human race, all children are her children.

Thus it is with women, and thus it has been with the maternal sex so far as we can see, since the male and the female were first, some hundreds of millions of years ago, differentiated. Men in the main have so far discounted this difference; have failed to give it proper value, and with ruinous results. Since the planet began to spin, cooled off, and produced life miraculously, no enduring civilization has been integrated. We have had civilizations, yes, as we have had the seasons, but no civilization has endured.

NOW again we stand at the crossroads. Extreme poverty and extreme wealth which, during the epoch of human history, have always heretofore ushered in chaos, have once more joined hands. Dare we delay?

Men, in their insensate egotism, are sowing the dragons' teeth; before another decade the crop will be ready.

A century ago individuals and nations lived in comparative isolation. There was no telegraph, no telephone, no radio, no airplane. Steamships and steam railways were ridiculous innovations but little patronized. People traveled, and word traveled, by horse-drawn coaches and sailing vessels, and a foreigner was a foreigner.

Today Amelia Earhart hops to England overnight, and Amy Johnson flies to Cape Town in fewer days than it formerly took to make a crinoline. One telephones to China in about the same time it takes to call up a neighbor, and a foreigner may be as intimate a relative as a wife, a husband, a son or a daughter.

Space has been overcome by the inventiveness of man and every nation is kin to all others.

IN THIS situation international law becomes of paramount importance, for international injustice predicates national injustice. On November 15, 1932, the Permanent Court of International Justice, by a 6 to 5 vote, gave its advisory opinion that the convention concerning the employment of women during the night applies to women who, in industrial undertakings, hold positions of supervision or management and are not ordinarily engaged in manual work. This means that a special category of workers, whom the framers of the convention did not intend to include in its prohibition to work at night, and whom they did not think they had included, are so forbidden to work at

(Continued on page 368.)

World Court Threatens Women's Livelihood

THE Permanent Court of International Justice, sitting at The Hague, on November 15, 1932, gave an advisory opinion that the Washington Night Work Convention prohibits night work to women who hold positions of supervision or management and are not ordinarily engaged in manual work.

The steps leading up to this decision were as follows:

The Night Work Convention, which lays down that

"Women without distinction of age shall not be employed during the night in any public or private industrial undertaking or in any branch thereof, other than an undertaking in which only members of the same family are employed." (Article 3.)

was adopted at the first International Labor Conference at Washington in 1919.

In 1930, the convention having been in operation for ten years, the governing body of the International Labor Office published a report upon the working of the convention (as was made necessary by Article 14 of the convention, which says:

"At least once in ten years, the governing body of the International Labor Office shall present to the general conference a report on the working of this convention and shall consider the desirability of placing on the agenda of the conference the question of its revision or modification") and asked the governments whether they had any proposals for the amendment of the convention.

As a result of the replies received from governments the governing body placed on the agenda, among other things, a proposal suggested by the British Government that into the above quoted Article 3 of the convention there should be inserted a second paragraph worded as follows:

"This convention does not apply to persons engaged in supervision or management who do not ordinarily perform manual work."

The committee of the Fifteenth Session of the International Labor Conference (Geneva, 1931) before whom the question came recommended that the following words should be added to Article 3:

"This convention does not apply to persons holding a responsible position of management and who do not ordinarily perform manual work." and the conference by 54 votes to 43 agreed to this proposal, but since it did not there receive the necessary two-thirds majority, it was not adopted.

At its fifty-seventh session in April, 1932, the governing body decided to ask the Council of the League of Nations to submit, to the Permanent Court of International Justice for an advisory opinion,

By Winifred Le Sueur, Hon. Secretary of the Open Door International

the question whether the convention prohibits the night work of women who hold positions of supervision and management and are not ordinarily engaged in manual work, and the Council agreed to do so.

The Permanent Court on November 15, 1932, delivered its opinion. By six votes to five it held that the convention does prohibit the night work of women holding positions of supervision and management.

THE CONVENTION WAS NEVER REALLY MEANT TO PROHIBIT SUCH WOMEN FROM WORKING AT NIGHT.

a. *They were never considered at Washington.*

The only question dealing with the night work of women in the questionnaire sent to governments before the first session of the International Labor Conference held at Washington in 1919 was:

"B. 4. Has the Berne convention of 1906 been ratified? If not, is the government prepared to adhere to it?"

(The Berne convention prohibited night work, in industrial undertakings in which more than ten men or women are employed, for all women, with certain exceptions—and at the conference no discussion took place on the question of the exclusion from night work of women holding positions of supervision and management.)

b. *They were not held to be included in the prohibitions of the Berne convention.*

The Belgian Government in its observations on the proposals for the revision of the Washington Night Work Convention made the following statement:

"The Washington convention is based on the Berne convention which covers working women (ouvrières) exclusively; it is therefore not applicable to women occupying posts of management or supervision."

(Report of the governing body on the working of the convention. Geneva, 1931. Page 54.)

c. *No one was known to wish to include them in the prohibition.*

The International Labor Office in its "Report III, Partial Revision of the Convention concerning employment of women during the night, Item III on the Agenda, Fifteenth session of the International Labor Conference," page 8, stated:

"The object of the proposal is to make it clear that the convention does not cover certain classes of women whom, in fact, so far as the Office is aware, no government and no organization has expressed a desire

to see brought within the convention's scope."

d. *Many governments held that they were not included in the prohibition.*

In their replies quoted below to the letter from the International Labor Office asking the opinions of States members on the British proposal for revision, and published in Report III mentioned above, many governments made it clear that they had never believed that the convention included such women in its prohibition.

i. See the *Belgian* reply quoted above.
ii. The Italian Government observed:

"It is clearly established by the statements recently made in the governing body of the International Labor Office by the chairman of the governing body that the scope of application of the convention is limited to working women."

iii. The Government of Rumania considered that:

"Revision of the convention is not necessary because it is quite clear, as was shown by the French Government representative at the forty-ninth session of the governing body, that the Washington convention only refers to working women (the distinction between working women and women employed in a supervisory capacity is made by national law)."

iv. "Mr. Arthur Fontaine" (at that time chairman of the governing body) "speaking on behalf of the French Government at the forty-ninth and fifty-first sessions of the governing body, expressed an opinion identical with that embodied in the replies of the above three governments, and similar views were also expressed by members of the workers' group of the governing body."

v. "The governments of Germany and India, while supporting the British Government's proposal for revision in order to put the matter beyond a doubt, also interpret the convention as not applying to women holding positions of supervision or management."

HARDSHIP INHERENT IN THE CONVENTION

The British Technical Adviser to the 1931 International Labor Conference who spoke in support of the British proposal for revision of the convention, in the commission of the conference charged with considering the revision of the convention, pointed out the hardship which might result for women who might hold positions of supervision and management because of their exclusion from work.

Such exclusion was obviously not intended by those who framed either the Berne or the Washington convention. (M. Arthur Fontaine, quoted above, was a signatory to the Berne convention.)

The hardship caused by closing avenues of employment to women is, however, not confined to women in the higher posts. The British Government, in its annual reports on the working of the convention, made under Article 408 of the Treaty of Versailles, has stated that in Barbados, where the convention is not applied, and where many women work at night in the sugar industry:

"The closing of any avenue of employment open to women would be a serious matter."

It is to be noted that in this case the British Government recognized the seriousness of closing avenues of employment to "women"—not only to women who hold posts of supervision and management.

NEED TO REPUDIATE THE CONVENTION

Now that the Permanent Court of International Justice has given its opinion it becomes clear that women in positions of supervision and management and who are not ordinarily engaged in manual work will, in countries which have ratified the convention, may now be held to be included in the prohibition. This means that there is now no alternative for the governments which never intended to forbid night work to such women, or who now wish to ex-

clude them from the terms of the convention, but to repudiate the convention as soon as the necessary ten years have expired since the convention was ratified by each country. Those countries which ratified more than ten years ago—South Africa, Bulgaria, Czechoslovakia, Estonia, Great Britain, Greece, India, Lithuania, Netherlands, Rumania, Switzerland—can immediately take steps to do so.

National laws are subject to amendment or annulment at any time. This is a matter for the nationals of each country. But an international convention, ill considered and badly drafted, must not be allowed to deprive of good work, women, whom even those who were responsible for the convention did not intend to include in the prohibition to work at night.

Demand the repudiation of the convention at the earliest possible moment. This is a duty we owe to the women concerned, and to all women who believe that international labor conventions should be so framed as to protect the workers from low wages, bad conditions, and exploitation, and not to deprive them of opportunities for earning a good living.

The convention as hitherto interpreted in many countries presses hardly on women workers, who are shut out of many

avenues of employment. Immediate steps must be taken to prevent yet another category of women from being brought within the prohibition it imposes.

Countries which have ratified the convention concerning the employment of women during the night (Washington, 1919), with the dates of ratification:

COUNTRIES	DATE OF REGISTRATION OF RATIFICATION
South Africa	November 1, 1921
Austria	June 12, 1924
Belgium	July 12, 1924
Bulgaria	February 14, 1922
Cuba	August 6, 1928
Czechoslovakia	August 24, 1921
Estonia	December 20, 1922
France	May, 14, 1925
Great Britain.....	July 14, 1921
Greece	November 19, 1920
Hungary	April 19, 1928
India	July 14, 1921
Irish Free State.....	September 4, 1925
Italy	April 10, 1923
Lithuania	June 19, 1931
Luxemburg	April 16, 1926
Netherlands	September 4, 1922
Rumania	June 13, 1921
Switzerland	October 9, 1922
Yugoslavia	April 1, 1927

Women and the Forty Hour Week

THE forthcoming discussion at the International Labor Conference in May-June, 1933, on the desirability of introducing the forty-hour week in connection with the present world-wide unemployment is a matter of very great interest to all women.

Although no specific mention of women is made in this connection at the present time the danger must not be overlooked that proposals may be made by the Conference, intended to reduce unemployment among men which may work out so as to increase the unemployment of women.

This may happen because in so many countries women are forbidden to work at night under the convention concerning the employment of women during the night, while men are free to work at night. In many countries, too, other restrictions are placed on the labor of women, such, for example, as the maximum number of hours, or a fixed time for meals. This means that any proposal for a forty-hour week may work out in one way for a man and in another for a woman. For example, it is possible that the forty-hour week might in practice tend towards the use of the two shift or the three-shift system, or other reorganization of the hours of work, and the worker who is made more difficult to fit in, because of the restrictions on her hours, is the one who will be the first to be sacrificed.

The danger could be overcome if it were made a prerequisite of any proposal for a forty-hour week that only those restrictions on hours which can also be extended to men should continue to be applied to women.

The Open Door International for the Economic Emancipation of the Woman Worker suggests the following policy as that which governments should put forward at the conference on the forty-hour week:

a. WHEREAS under the convention concerning the employment of women during the night women are prohibited from working at hours during which men are free to work.

b. WHEREAS in many countries other restrictions are placed on the hours of women which do not apply to men.

c. WHEREAS because of these restrictions on the hours of women which do not apply to men the consequences of the introduction of a forty-hour week may be different for men and women.

d. WHEREAS the introduction of a forty-hour week might involve in certain factories a general reorganization of the hours of work, the introduction of night work, the introduction of the two or three shift system.

e. WHEREAS reorganization of the hours of work in a factory tends to make it more difficult to give jobs to those to whom special restrictions apply, and thus

tends to increase the unemployment of women.

f. WHEREAS any reorganization of the hours in a factory employing women which involve the introduction of night work or an increase in the number of hours worked at night reduces the opportunities of women for employment.

g. WHEREAS if only such restrictions were placed on the hours of women as are placed on the hours of men reorganization under a forty-hour week would not tend to reduce the opportunities of employment for women.

h. WHEREAS the unemployment of women is a matter as serious as the unemployment of men.

i. WHEREAS the adoption, organization, and application of a forty-hour week should aim at reducing the unemployment of women equally with that of men.

j. WHEREAS it is the function of the International Labor Organization to seek to improve the economic position of women as well as that of men.

Therefore Be It Declared, That it is desirable that the International Labor Organization should adopt the following policy as a prerequisite to any action with respect to the forty-hour week:

1. Restrictions with respect to night work and other regulations dealing with the hours of work should be the same for men and women; and

2. As soon as it is constitutionally possible the convention concerning the employment of women during the night

should be superseded by a convention placing the same restrictions as to night work on men and women alike, any neces-

sary or desired exceptions being scheduled as exemptions for men and women alike.

The Jury System in Maryland

JUDGE EUGENE O'DUNNE, member of the Supreme Bench of Baltimore, Maryland, is Jury Commissioner for the city at the present time. He is endeavoring, without much success so far, to call the attention of men to the duty implicit in citizenship to serve on the jury. The Maryland State Federation of Women's Clubs with a membership of eighteen thousand, has gone on record repeatedly in favor of making women eligible for jury duty. Practically every large organization of women in the State, including the League of Women Voters, the Civic League, and the Maryland Branch of the National Woman's Party is actively engaged in the campaign for jury service. Maryland women desire to fulfill their duties as citizens and are ready, in very great numbers, to make the sacrifice entailed in serving on the jury.

But women are debarred from jury duty by the laws of Maryland. They are classed in this respect with criminals, the insane, imbeciles and children.

Marie Presstman, legislative chairman of the Maryland State Branch of the National Woman's Party is lining up her forces for a jury service campaign in the approaching session of the General Assembly of Maryland which convenes early in January. Mrs. John L. Whitehurst, legislative chairman of the State Federation of Women's Clubs, is actively co-operating with her, as are also the leaders in many other women's organizations.

The importance of making women eligible for jury duty in Maryland and thereby raising the standard of efficiency of jurymen is well indicated by the following excerpts taken from an article by Judge O'Dunne which appeared recently in the *Daily Record*, Baltimore, Maryland:

"I merely want to raise the standard of efficiency in the jury work, in the belief that it will shorten the trial, thereby reducing expenses, and operate as a saving to the taxpayers. We need more men of the better type on the juries. Business executives, accustomed to efficiency in the dispatch of business will resent unnecessary delays in the trial, lost motion, quibbling over immaterial details. They will show disgust with lawyers unprepared and who inadequately present causes before them. Some men have not the talent or temperament for trial work. It will lead to specializing in trial work. This is the age of specialists. Much congestion will thereby be avoided. Justice will move more swiftly, but not less efficiently nor less impartially. The need for more

courts, and more judges, will be avoided. Taxes will be saved, burdens reduced.

"Because of much laxity in avoiding jury service, the impression has gotten abroad that jury service is a form of city pension for the *unemployed*; that prosperous and busy men are not expected to give their time to such work. That it is

"The layman who evades jury service in time of peace is as much a SLACKER in his duty as is the man who evades service of his country in time of war."

GUY A. THOMPSON,

President American Bar Association at annual meeting in Washington, D. C., October 12, 1932.

for the idle or the indolent. In my work this year as Jury Commissioner (Jury Judge), men summoned for jury duty, politely call, present their summons and say, "Please give it to some one out of a job. I am busy and can't spare the time. I can send you names of several substitutes who would be glad to have the pay."

"Jury duty is a civic obligation. It rests on all alike. The State, in its wisdom and experience, has exempted certain classes. Under 25 and over 70. It excuses doctors, lawyers, school teachers, Federal and city employees judges of election, etc. The theory being that greater public inconvenience might be occasioned by such service than the benefits which would flow from it.

"Barring these recognized exemptions, made in the public interest, Guy A. Thompson, president of the American Bar Association, at its annual meeting in Washington, D. C., last month, declared that he, who in time of peace, shirks his civic duty of jury service, is as much a "slacker" as he, who in time of war, seeks to evade the draft (or words to that effect).

"I think one of the most iniquitous pieces of legislation on the statute books of Maryland today is that provision which permits any citizen to evade jury duty by paying \$10 annually for *honorary* membership in the Maryland State militia. What kind of *soldiers*, in time of war, would such men make, who are slackers to their civic obligations, in time of peace? In fairness, I hasten to add, that many of those subscribing to this "honorary membership," do not do so for the purpose of evading jury duty.

"There are merchants, bankers and clubmen of leisure who constantly decry

the delays of the law, its expense and lost motion when in action, its inefficiency, and the miscarriages of justice as reflected in the workings of the jury system. And not without much good argument on their side, but for which they are largely responsible, by their own inactivity.

"To cure that I am taking a list of the membership of the Maryland Club, of the Baltimore Club, the University Club, the Phoenix Club, the various country clubs (golf centers), and except as restricted by age, residence, physical and mental incapacity, I am drafting, all of them for jury service, on the jury qualified and eligible list, now built up to some 18,000. (It ought to be at least 50,000 in this city.)

"To this list I am adding the names of all editors, publishers and managers of local newspapers, except *Brevities* (resident of the city), and not disqualified or exempt as aforesaid, or by Article 36 of the Bill of Rights, which latter has denied me the opportunity of getting the benefit of the talents of some of the best men in the community.

"Of course, all press men and club men will not be drawn at one time. No one wants a jury composed entirely of the press, or from a social uptown club, some of whom may never have been south of Baltimore street except on South street.

"In addition to these, I am seeking to add about 100 colored men, selection to be based on intelligence and integrity, in order that our jury system will truly represent a cross-section of the community. Not a jury of cranks, not a jury of ignorance and inexperience, not a jury of illiterates, not a silk stocking jury, or a jury of the "unemployed," but, by a mixture of all, we get a jury of the *community*.

"The burden of jury work today falls largely on the small man, the one-man business, or on clerks in commercial houses who are as important to their employer as the executive under whom they operate.

"Every effort will be made, and every courtesy extended, to make the work of jury duty as convenient as possible, by letting each person select the time of the year, and the month when best able to serve, with least inconvenience to himself or to those with whom he may be associated, and not taking more men from one place, at one time, than each can reasonably afford to yield. There is no war emergency requiring any drastic or arbitrary action hurtful to any one.

"If the right of jury trial is to survive, and be a living factor in the wholesome

administration of justice, it must receive popular support and not be looked on as a State or city system of "dole" for the

unemployed. It should be a badge of honor, distinction and evidence of patriotic service cheerfully performed. It calls

for some sacrifice and personal inconvenience. So do taxes. Without both, government cannot be maintained."

News from the Field

Chairman of Finance Committee Reports

FLORENCE BAYARD HILLES, National Finance Chairman, sends us the following brief report of her work in behalf of the repeal of the Married Persons' Clause in the Economy Act:

With the opening of Congress women from all over the country are helping in the effort to delete the clause relating to "married" persons from the Economy Act. As financial chairman I sent out a letter to a number of the subscribers to *EQUAL RIGHTS*, taking the names at random, and in spite of the hard times the response has been most encouraging.

The editorial in *EQUAL RIGHTS* of November 5, from which I quote, "No money that women could possibly invest anywhere else would bring such results in dividends as that now needed for the campaign against the 'Married' Persons' Clause," is quite tragically true. From the Pacific to the Atlantic there has been response, and I take pleasure in naming those women who realize the situation, and though times are hard are willing to help, and have each sent what she could. Others have written me how glad they would be to help, but are so strapped financially that they can give nothing at the moment. Readers of *EQUAL RIGHTS* will be interested to know the names of those to whom we are indebted for making up the campaign fund of two hundred and fifty dollars. The list of donors follows:

Mrs. Lionel Sutro, Mrs. Carl E. Grammer, Mrs. C. J. Wetzel, Mrs. J. Leonard Stanton, Mrs. C. W. Kress, Mrs. Pope Yeatman, Dr. Florence R. Sabin, Anne Archbold, Izetta Jewel Miller, Mrs. H. B. Sorries, Ella Riegel, Betzy H. Ashmore, Mrs. Louis K. Gutman, Mrs. Vogel Hyde, Mary Winsor, E. R. Hooker, C. P. Evans, Mildred Seydell, Flora Ozborn, Nellie Nix Edwards, Adeline M. Swaggerty, Mrs. J. C. Glenn, Genevieve Allen, Mabel L. Politzer, Sue Brobst.

Council Elects Mrs. Hilles

MRS. HARVEY W. WILEY, until last Sunday, chairman of the National Council of the National Woman's Party, has been obliged to resign her office owing to press of duties in connection with the District of Columbia Federation of Women's Clubs of which she is president. On Sunday, December 11, the National Council accepted Mrs. Wiley's resignation which has been pending for several months with deep regret. All of the members present expressed the most profound gratitude to Mrs. Wiley for her tireless

service to the cause of Equal Rights.

Florence Bayard Hilles, Delaware State chairman, was unanimously elected by the Council to fill the vacancy caused by Mrs. Wiley's resignation until the next biennial convention of the Woman's Party which will be held in December, 1933.

Mrs. Avery to Speak in Baltimore

EDWINA AVERY, chairman of the National Government Workers' Council, will be the honor guest and principal speaker at a meeting of the Business and Professional Women's Council of Maryland on Sunday, December 18, at 3 P. M., at the Hamilton Street Club, 16 East Hamilton Street, Baltimore, Maryland. Ida I. Kloze, attorney and president of the Council, will preside at the meeting.

Members of the Council are united in their opposition to the Married Person's Clause in the Economy Act (Section 213). They fear that as a national law it may, and probably will, be taken as an example by States and private business, and its influence thus may become far reaching. While the language of Section 213 indicates no sex bias, it is in reality aimed directly at women. This fact was recognized during the last session of Congress by members of both Houses, by the executive departments, by the press, and by the public.

The Council numbers among its members many unmarried women, who look upon this legislation as a warning to all young women now preparing themselves for public service that unless it is repealed they will have to abandon the careers for which they are fitting themselves, or live the life of celibates, or live unconventionally with men they would like to marry.

They are mindful of the statement of Senator Bratton on the floor of the Senate on June 24 last. In answer to an inquiry as to whether he intended the policy of not employing married women to be a permanent one in the Government, the Senator from New Mexico replied: "I predict that within the next ten years the Government and industry alike will adopt that policy."

When one considers the contribution to the fields of science, literature, drama and everyday life that women are making, in addition to carrying on capably the duties assumed on marriage, the statement that within ten years all this activity must cease should come as a distinct shock to every one interested in progress. That as a national law, Section 213, may, and probably will, be taken as an example

by States and private business, may be assumed.

If such a policy is adopted, it would mean that the accomplishments of such women as Amelia Earhart, Lady Astor, Kathleen Norris, Madame Curie, Edna St. Vincent Millay, and others with equal accomplishments would be eliminated from the future generations.

It would mean that all the progress women have made out of their unhappy state of subject and economic dependence might be lost.

But such a policy will not be adopted with thousands of intelligent women and unselfish men working with greater vigor for equality of all adult citizens before the law. The Government Workers' Council is valiantly contributing its share to the impetus that will put the Equal Rights Amendment into the Federal Constitution and end forever sex discriminations in the laws of the United States.

Important Directions From Headquarters

EVERY governor of every State in the Union has been sent a letter from the Washington headquarters of the National Woman's Party this week with regard to the State conferences being called to consider hours and wage legislation.

Material was also mailed that will insure right education on the topic of labor laws for each governor before he attends such conferences this winter.

It has sometimes been claimed by legislators and public officials that they had not been informed of women's reasons for objection to labor laws for women only, and in all seriousness it is even claimed on occasion that there was no knowledge of any such objections at all.

To make certain that no governor will advocate restrictive laws for women that do not apply to men in matters of paid employment because he did not know such acts are in reality detrimental to the sex they claim to help, the five bulletins mailed to each governor are, "Shall Woman's Work Be Regulated by Law," by Alma Lutz; "Labor Laws for Women on the Wane," compiled by Jane Norman Smith and Maud Younger; "The Equal Rights Amendment and Protective Legislation," a headquarters publication; "Self-Supporting Women Oppose Restrictive Night-Work Laws," compiled by the Industrial Council of the National Woman's Party; and "Shall There Be Special Restrictive Laws for Women?" compiled by the New York State Branch of the Party.

To quote from the last named bulletin,

"The question of whether or not there shall be special labor laws for women can no longer be ignored by business and professional women, for such proposed laws, applying to them as well as to women in industry, are at their very doors. . . . Shall women be barred from certain occupations? . . . Shall they be excluded from night work? Shall they have special laws restricting their employment? Or shall all laws and regulations dealing with employment be on a non-sex basis and thus insure equality of opportunity in the field of labor? . . . No one believes more strongly in a short work day for all workers than the business and professional woman. . . ."

All women who must earn their livelihood, who have daughters who might some day have to do so, or who have any sense of justice toward all women everywhere who must compete with all other workers in business and industry, should acquaint themselves with the bulletins listed above and obtainable at small cost at headquarters.

They should also learn of special conditions in their own localities, and let their governors and legislators, State and National, know that labor laws that discriminate between men and women will not be tolerated. This may be done by letter, or through personal deputations.

Organizations should be encouraged to adopt resolutions condemning labor laws based upon sex, rather than upon the industry, and copies of all such resolutions should be sent to officials, other interested parties, and to headquarters. Where organizations have already taken such a stand it would be useful at this time to reaffirm their stand for equality, serving due notice on officials. In all cases the story should be given local publicity in newspapers.

Government Workers Launch Campaign

ALVA BELMONT HOUSE, national headquarters of the National Woman's Party, is humming with activity these early December days. The clicking of typewriters is heard until a late hour at night, and busy workers come and go. Much of this activity is among members of the Government Workers' Council, and has to do with the convening of Congress.

At a tea given on the afternoon of December 4 Edwina Avery, chairman, announced that at the invitation of Senator Bingham, chairman of the Senate Committee on Economy, she would appear before that committee at its public hearing on December 5 as the representative of the council, to present its request for the repeal of Section 213 of the Economy Act and give the reasons therefor.

Maudie Younger in a brief address reviewed the work that was done by the council last spring when a valiant effort was made to prevent the passage of leg-

islation discriminating against women in the Government service, and outlined the plans for the present winter's campaign to bring about its repeal.

The tea was well attended and the council members were especially glad to welcome as their guests Mrs. Emil Berliner and Dr. Edith Seville Coale of Washington and Mrs. Isaac Dixon and others from Baltimore.

A discussion of the aims of the council was included in a radio talk, given by Burnita Shelton Matthews from Station WMAL of Washington on December 9.

Howard County Organizes

AT the invitation of Mrs. Reuben Finnell of Howard County, Maryland, a luncheon meeting was held on Thursday, December 1, at the Woman's City Club, Baltimore, Maryland, for the organization of a Howard County Branch of the Maryland organization.

Mrs. Finnell's honor guests were prominent Howard Countians. The speakers were: Marie Presstman, Emilie A. Doetsch, Louise Natali Graham, Elizabeth C. Forbes, Mrs. J. William Funck, Florence Layner and Edith Houghton Hooker.

Mrs. Finnell was elected temporary president of the organization and was authorized to enroll members and call meetings in Howard County.

Please Copy

LOUISE F. LUSK, chairman of the Montana State Branch of the National Woman's Party, has adopted a course of procedure with regard to Montana's newly elected Congressmen that it would be well for every other State chairman to follow. First, she has written them requesting their support for the Equal Rights program in Congress; second, she is arranging deputations of local women to wait upon them, and, third, she has placed their names on the list of subscribers to EQUAL RIGHTS. Other State chairmen, please copy!

Muna Lee Welcomed

DONA ANA ROQUE DE DUPREY, pioneer of the suffrage movement in Puerto Rico and one of the first and most ardent suffragists of Latin America, although aged now and semi-invalid, preserves her keen interest in every aspect of the woman's movement at home and abroad. Upon the recent return to the island of Muna Lee, after acting for two years as Director of National Activities of the National Woman's Party, Dona Ana sent her the following touching message of greeting on behalf of Puerto Rican Feminists:

"The initiator of the movement for woman suffrage in Puerto Rico, and honorary president of the Puerto Rican Liberal Party, has the honor and great satisfaction of welcoming Muna Lee de

Munoz Marin, a woman illustrious for various reasons and eminent for her talent and achievements. Most of all we admire her as a Feminist, and congratulate ourselves upon having her among us. It gives us pleasure to inform her that we have recently received greatly appreciated greetings from Alice Paul and from other colleagues in Geneva and the United States.

"Since Muna Lee is the wife of our beloved and brilliant Luis Munoz Marin, and since Munoz Marin will perhaps be our President when our country becomes sovereign and independent, we Puerto Rican women should bestow upon her some of that affection we feel for the hallowed memory of Munoz Marin's father, Luis Munoz Rivera, that constantly mourned and unforgotten leader of our land which is unhappy today, but ever hopeful of the future.

"A Puerto Rican woman who has also followed a high ideal, and who is soon to take leave of this life, embraces Muna Lee de Munoz Marin in affectionate welcome.

(Signed)

DONA ANA ROQUE DE DUPREY.

Poets' Council Holds Meeting

By Myrtle R. Patterson, Chairman

THE regular monthly meeting of the District Poets' Council, held at Alva Belmont House in Washington on Thursday, December 1, was greatly enjoyed by the large group of artists and friends attending.

The guest speaker, Francis Jean Reuter, Washington's "ultra-modern poet," effectively presented a talk on the Appreciation of Art, describing its usefulness and importance for a complete and well-balanced life, the necessity of its cultivation, for "mind must soothe and cure ailments beyond materia medica; when art is better understood it promotes physical harmony, too; there are degrees of appreciation, as degrees of appetites; degrees of accomplishments, as degrees of endowments; women should be more conscious of this appreciation than men, as their artistic range begins with the culinary art, the food of the body, and extends to that of the mind and soul."

Mrs. Herman Hertzberg, guest artist, well known in Washington musical circles for her lovely voice, in her charming way sang "Trees" and several other American songs.

Mr. Ed James Irvine, president of the Writers' Rendezvous and Northern Dramatic Company, read some of his interesting poems.

Mrs. Frances Howard, first woman speaker of Little Congress, told through merit she received this appointment, and described the purposes of Little Congress.

Carl Cave effectively presented a poetical description entitled, "Each in His Own Tongue."

Anna Priestley read her poem, entitled "Mount Vernon," with which she won first prize last year in the poetry contest of the "Writers' League of America."

Mrs. Oron Marie McKee, poet and philosopher, told of the struggle of many famous poets for recognition, particularly Elbert Hubbard, and concluded by reading some of her poems of courage to carry on to success.

The next meeting of the District Poets' Council will be held on Thursday, January 5, 1933, 8 P. M., at Alva Belmont House.

Elected to Senate

LUIS MUNOZ MARIN has recently been elected to the Insular Senate of Puerto Rico. His father, as our readers may know, is called the "liberator of the island." His wife is Muna Lee, former Director of National Activities of the National Woman's Party.

To Commemorate Miss Anthony's Birthday

THE Maryland Branch of the National Woman's Party is asking the co-operation of all women's organizations in the State in arranging a dinner meeting on February 15 in commemoration of Susan B. Anthony's birthday.

The ballroom of the Lord Baltimore Hotel, which seats about one thousand people, has been engaged for the occasion.

Ida I. Kloze, president of the Business and Professional Council, inaugurated the plan and appointed Marie W. Presstman, chairman of the committee on arrangements. For information apply to Miss Presstman, 211 N. Calvert Street, Baltimore, Md.

Book Review

THE GIRL AND HER FUTURE, by Helen Hoerle. Harrison Smith and Robert Haas. \$2.00. *Reviewed by Adele Gutman Nathan.*

"The Girl and Her Future," by Helen Hoerle, is no hypothetical essay on the art of graceful living, but a hard-headed, practical guide for the girl who wants to go out job hunting.

According to Miss Hoerle, there is scarcely any limitation to the kinds of jobs that a girl may find. She has interviewed an amazing string of women actually at work. To pick a few at random she has talked with a banker, an interior decorator, a taxidermist, an employment broker, a travel bureau director, an oculist, a florist; and among the more usual, an office manager, an hotel executive, a nurse, a contouriere, a sculptress, a newspaper woman, an actress, and a manicurist.

Each of these women is more or less of a star in her own line, and the list of those interviewed reads a little like "Who's Who Among This Year's Leading Business and Professional Women."

Miss Hoerle has gathered all this information together and presented it in a clear and readable manner. She talks interestingly on the question of going to college, and devotes a chapter to the overnight success myth. She states some of the basic truths that every working woman—artist, business and professional—knows.

"There is no royal road to success," and "stenography and typewriting are useful accomplishments to have up one's sleeve."

I wish she had devoted a little more time to discouraging temperament in the arts. A good sample of the wise advice given, however, is the statement that no

girl should attempt a stage or screen career without sufficient financial backing to carry her not only through the difficult job-seeking period, but also through the lean times that are inevitable, and anyone who wants her career to be fairly placid should not select advertising as her field.

Altogether, "The Girl and Her Future" is an authoritative and well-balanced book on a vital subject and should be the especial pet of vocational guidance directors everywhere.

TWO MILLION DOLLAR FUND

Treasurer's Report

LAURA BERRIEN, *Treasurer*

RECEIPTS collected by National Headquarters, December 7, 1912, to September 1, 1932, \$1,896,024.75.

Contributions, membership and other receipts, September 1 to October 1, 1932, \$2,054.26.

Investment Fund	\$100.00
Mrs. O. H. P. Belmont	164.00
Marian May	25.00
Mrs. Florence Bayard Hilles	5.00
Mrs. F. W. Hooper	1.00
Mrs. H. B. Gray	5.00
Laura Berrien	15.00
M. G. Gibbs	50.00
Mrs. Harvey Wiley	10.00
Elizabeth T. Kent	100.00
Elizabeth T. Kent	5.00
Elizabeth Hooker	10.00
Mrs. F. W. Hooper	1.00
Mrs. Stephen Pell	25.00
Mrs. William Kent for California Branch memberships	6.50
Evelyn Ferguson	.50
Dorothy Graf	.50
Mary Sheehan	.50
Julia T. Woolfolk	.50
Grace Sellars	.50
Margaret Russell	.50
Helen Robson	.50
Bertha Reinberg	.50
Ev. Neuenholm	.50
Helen Marr	.50
Marie Koepfle	.50
Pauline King	.50
Ruth Kieckhefer	.50
Anna Kahler	.50
Sarah Jarvis	.50
Julia Hartranft	.50
Grace Eakins	.50
Vivian Duncan	.50
Katherine Gray Dells	.50
Mrs. Walter Covert	.50
Edna M. Bush	.50
Mrs. Norman Burns	.50
Charlotte Baellie	.50
Isabel Allen	.50
Mrs. F. H. Thurber	.50
Lela May Taylor	1.00
Mrs. Cleveland Pierce	1.00
Luis Munoz, Marin	20.75
Telephone Refund	1.51
Mrs. John Bimelt	1.00
Mrs. Arthur Wright	1.00
Mrs. Cleveland Pierce	1.00
Mrs. Maude E. Beahm	1.00
Lee Boone	1.00
Jessie Percy	1.00
Jessie Fallon	1.00
Mrs. Georgia Johnson	1.00
Mrs. Florence Bayard Hilles	100.00
Mrs. Harvey K. Wiley	15.00
Amelia Earhart	3.00
Ailine Solomons	2.00
Anyda Marchant	1.00
Robbie Anderson	3.00
Mrs. Harvard Klosner	.50
Mrs. B. T. Ashby	.50
Annie Goodhue	2.00

Total to October 1, 1932.....\$1,898,079.01

Hitherto unpublished contributions made directly to Equal Rights:

April, 1932:	
Alice Paul	\$50.00
June, 1932:	
Alice Paul	50.00
Dr. D. R. Hooker	300.00
Mrs. William S. Hilles	60.00
Nary Winsor	25.00
July, 1932:	
Ethel S. Smith	25.00
August, 1932:	
Alice Paul	25.00
September, 1932:	
Dr. D. R. Hooker	800.00
Alice Paul	25.00

Tomorrow May Be Too Late

(Continued from page 362.)

night. Many countries have ratified the convention under a misapprehension as to its effect on these workers, and they are now bound by its unjust provisions. Only this autumn the League of Nations reaffirmed its recommendation that the unequal Hague Nationality Convention should be ratified. The whole new machinery of international law will presently be constructed on a basis of the subordination of women unless a halt is called.

The women of the United States alone, in this emergency, can stem the rising tide that threatens to sweep away victories already won and to drown all hope for the future.

The platforms of both the Democratic and the Republican Parties urge adherence to the World Court, and Congress is in session.

Let American women mass their strength, in wealth and political power, in support of the Nye Resolution now pending before Congress, which reads:

"Be It Resolved, That the United States adhere to the World Court with the following reservation:

"Providing that the code of law to be administered by the World Court shall not contain inequalities based on sex."

Tomorrow may be too late. Send in a contribution today to Florence Bayard Hilles, National Finance Chairman, Wilmington, Delaware, for the campaign fund, and write or wire to your members of Congress demanding that they work for the immediate passage of the Nye Resolution.

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